

# Exhibit C



# EMPLOYEE WARNING NOTICE

## Employee Information

Date: 6/8/2006 Department: TRANSPORTATION  
 Employee's Name: RICKY HAINES Social Security #: REDACTED  
 Hire Date: 3-9-05 Position: CONDUCTOR / SWITCHMAN

## Type of Warning

☒ Verbal Warning ☒ Written Warning ☐ 2<sup>nd</sup> Written Warning ☐ Final Warning

## Type of Violation

☐ Tardiness ☐ Quality of Work ☒ Carelessness  
☐ Absenteeism ☐ Quantity of Work ☒ Safety  
☐ Insubordination ☐ Neatness / Grooming ☐ Drug Policy Violation  
☐ Intoxication or Drinking ☐ Other

Was there a witness to the violation? ☒ Yes ☐ No Witness Name: JOHN F. SCOTT  
 Violation Date: 5/17/2006 Time Occurred: 1540 Place of Violation: SIBRE TRAIL 110

Company Statement	Warning Statement
1. Describe in detail what the employee has done	1. Explain in detail the steps that must be taken to improve performance.
2. Cite how this interferes with the work environment, employee performance, business operations, or the well being of other employees.	2. Cite date by which improvements must be in place.
3. Cite the rule, policy, law, standard, or regulation that was violated.	3. Cite consequences if goals or improvements are NOT achieved by date specified.

Company Statement: (What did the employee do) OBSERVATION MADE BY JOHN F. SCOTT  
THE EMPLOYEE WAS OBSERVED WORKING IN AN UNSAFE MANNER - HE CROSSED BETWEEN  
A STANDING CUT OF CARS BY STOPPING ON THE HORNWHEELS & KNUCKLES - THEN APPLIED  
A HAND BRAKE WHILE STANDING IN BETWEEN THE CARS ON THE KNUCKLES.

Warning Notice: (What must the employee do to improve performance) ASAP

When (what date) must the employee have the improvements in place:

What are the consequences if improvements are NOT made: IN ACCORDANCE WITH THE N.P. Policy.

## Employee Comments:

Supervisor's signature: James K. Belyea Date: 6/8/2006

Employee's signature: Ricky Haines Date: 6/8/06

Your signature above does not indicate that you agree with what has been written, only that you have read the above warning.